

RECRUITMENT AND RETENTION OF TEACHER IN MISSOURI PUBLIC SCHOOLS

A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The statements below are an addition to the 2002, 2003 Updates and the December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority
- reviewing the age and experience of teachers for continued professional development and mentoring needs
- retaining teachers for a longer period of time.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers decreased by 1.7% from 2003 to 2004
- From 2003-2004 the total number of black teachers decreased by 4% and remained only 7 % of the total teaching workforce.

Age & Experience

- 50.2% of our teachers have 10 years or less of experience
- This percentage is down 1% from 2003.

Teacher Workforce Dynamics

- District hiring rate dropped for the third year to 9%, down 3.1% from 2003
- The percentage of district new hires that were first year teachers increased 2.7%
- District new hires from out of state decreased by 2.4%
- District new hires from other districts decreased by .4%
- Teachers leaving the classroom after only one to three years increased from 26.0% to 29.2% an increase of 3.2%
- Teachers leaving the classroom after only one to five years increased .8%.

Percent of Teachers with 0-10 Years of Experience

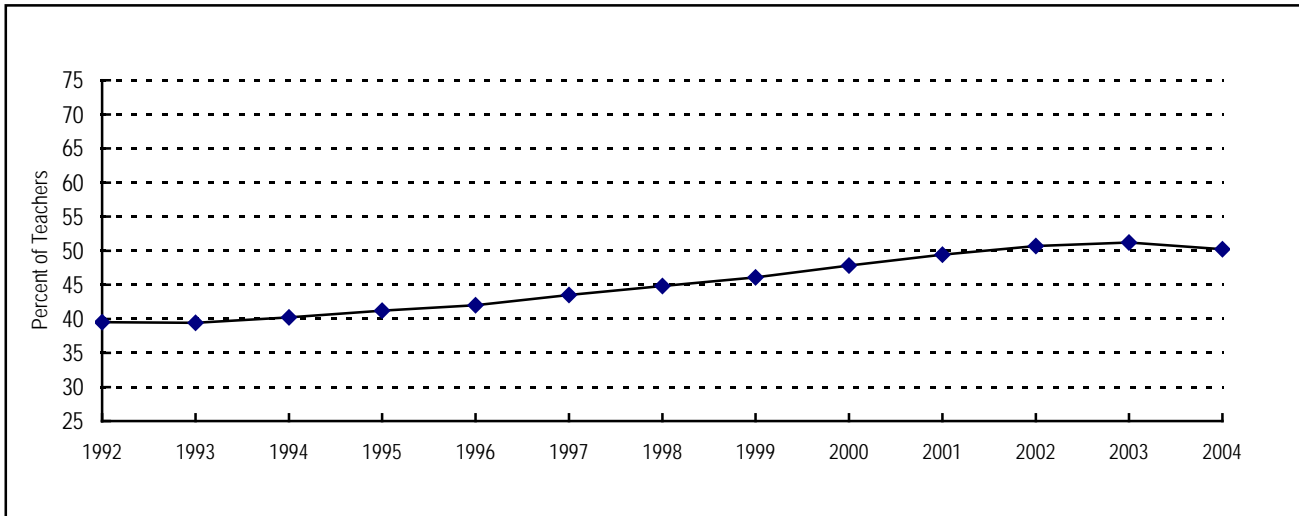
Gender and Race/Ethnicity Trends, 1993-2004

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Total Teachers³	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646
GENDER												
Female	76.7%	77.0%	77.3%	77.5%	77.7%	77.9%	78.1%	78.2%	78.3%	78.4%	78.3%	78.5%
Male	23.3%	22.9%	22.7%	22.5%	22.3%	22.1%	21.9%	21.8%	21.7%	21.6%	21.7%	21.5%
RACE/ETHNICITY												
WHITE	91.2%	91.4%	91.6%	91.8%	92.0%	92.1%	92.1%	91.9%	92.3%	92.2%	92.0%	92.1%
Female	69.6%	70.1%	70.6%	71.0%	71.3%	71.6%	71.9%	71.8%	72.3%	72.3%	72.1%	72.3%
Male	21.6%	21.2%	21.0%	20.9%	20.6%	20.5%	20.3%	20.1%	20.0%	19.9%	19.9%	19.8%
BLACK	8.1%	8.0%	7.7%	7.5%	7.4%	7.2%	7.2%	7.4%	7.0%	7.0%	7.2%	7.0%
Female	6.6%	6.5%	6.2%	6.1%	5.9%	5.8%	5.7%	5.8%	5.5%	5.5%	5.6%	5.5%
Male	1.6%	1.5%	1.5%	1.4%	1.4%	1.4%	1.4%	1.6%	1.5%	1.5%	1.6%	1.5%
OTHER⁴	0.6%	0.6%	0.6%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.8%	0.9%

Age Trends, 1993-2004

AGE GROUP⁵	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
20-29	12.0%	12.6%	13.5%	14.3%	15.2%	15.9%	16.4%	16.7%	16.6%	17.2%	17.0%	16.8%
30-39	26.3%	25.2%	24.3%	23.6%	23.3%	23.1%	23.4%	23.9%	24.6%	25.2%	24.5%	26.0%
40-49	39.6%	39.4%	38.9%	37.9%	36.0%	34.3%	32.3%	30.7%	29.3%	27.8%	27.9%	26.0%
50-59	18.3%	19.0%	19.5%	20.7%	22.1%	23.3%	24.4%	25.1%	25.8%	26.0%	25.5%	26.8%
60+	3.8%	3.8%	3.8%	3.6%	3.5%	3.4%	3.5%	3.6%	3.6%	3.8%	4.0%	4.4% ³

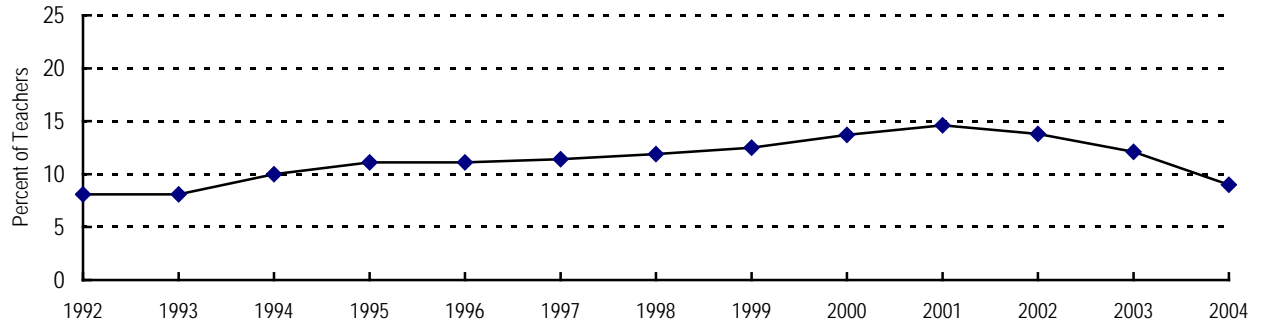
1992 to 2004



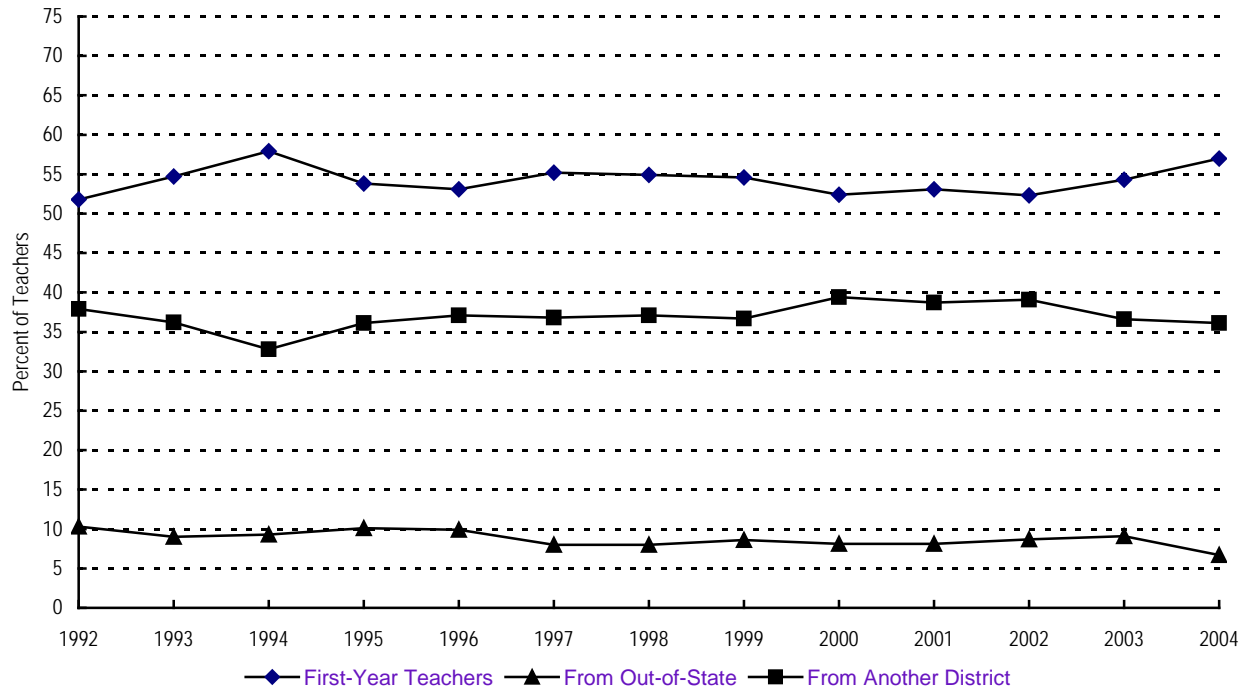
Experience Trends, 1993-2004

YEARS OF EXPERIENCE ⁶	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
0-10	39.4%	40.2%	41.2%	42.0%	43.5%	44.8%	46.1%	47.8%	49.4%	50.7%	51.2%	50.2%
0-5	20.9%	22.0%	23.5%	24.5%	26.3%	27.6%	28.5%	29.7%	30.6%	31.2%	30.8%	28.8%
6-10	18.6%	18.2%	17.8%	17.5%	17.2%	17.2%	17.6%	18.1%	18.8%	19.5%	20.4%	21.4%
11-20	34.9%	33.2%	31.6%	30.5%	29.2%	27.9%	27.1%	26.0%	25.5%	25%	24.9%	25.9%
21-30	22.2%	23.1%	23.6%	24.0%	23.7%	23.6%	22.9%	22.0%	21.2%	20%	19.2%	19.1%
31+	3.4%	3.5%	3.6%	3.6%	3.6%	3.8%	4.0%	4.2%	3.9%	4.4%	4.7%	4.9%

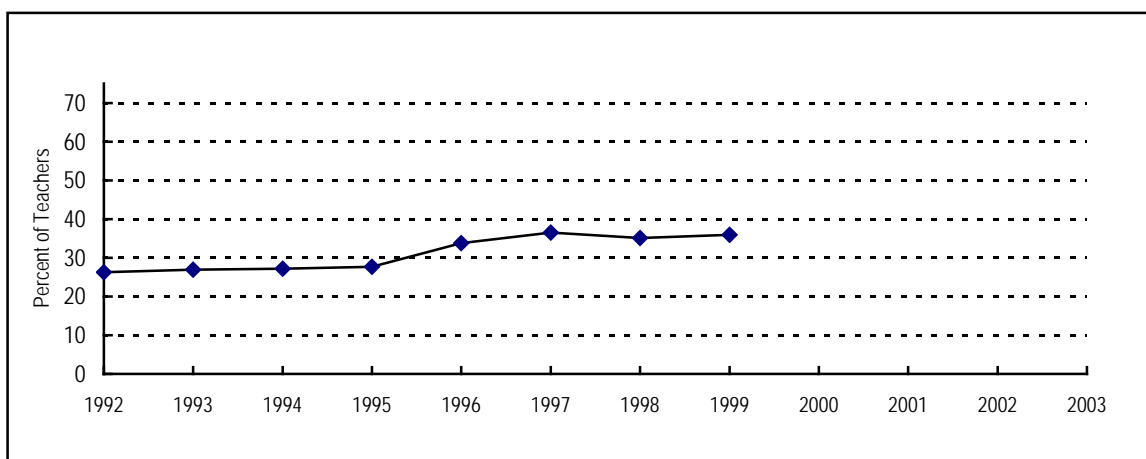
Hiring Rate 1992 to 2004



District New Hires 1992 to 2004



Teachers Leaving Missouri's Public School Work Force After 1-5 Years 1992 to 1999



Teachers Leaving Missouri's Public School Work Force, 1993-2004

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Total Teachers	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646
First-Year Teachers	2,401	3,223	3,429	3,424	3,804	4,030	4,313	4,646	5,064	4,802	4,439	3,428
<i>% of First-Year Teachers who left the classroom¹³--</i>												
After 1-3 Years	19.5%	19.3%	18.6%	21.7%	24.3%	25.3%	24.8%	26.0%	29.2%			
After 1-5 Years	26.9%	27.2%	27.7%	33.8%	36.5%	35.1%	35.9%					

Teachers entering Missouri's Public School Work Force, 1993-2004

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Total Teachers	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646
District New Hires⁷	4,387	5,565	6,375	6,454	6,891	7,340	7,896	8,859	9,529	9,189	8,176	6,012
Teacher Hiring Rate⁸	8.1%	10.0%	11.1%	11.1%	11.4%	11.9%	12.5%	13.7%	14.6%	13.8%	12.1%	9.0%
<i>As a percent of Total Teachers, District New Hires who are --</i>												
First-Year Teachers⁹	4.4%	5.8%	5.9%	5.9%	6.3%	6.5%	6.8%	7.2%	7.7%	7.2%	6.5%	5.1%
From Out-of-State¹⁰	0.7%	0.9%	1.1%	1.1%	0.9%	0.9%	1.1%	1.1%	1.2%	1.2%	1.1%	.6%
From Another District¹¹	2.9%	3.3%	4.0%	4.1%	4.2%	4.4%	4.6%	5.4%	5.6%	5.4%	4.4%	3.3%
<i>Percent of District New Hires who are--</i>												
First-Year Teachers	54.7%	57.9%	53.8%	53.1%	55.2%	54.9%	54.6%	52.4%	53.1%	52.3%	54.3%	57%
From Out-of-State	9.0%	9.3%	10.1%	9.9%	8.0%	8.0%	8.6%	8.1%	8.1%	8.7%	9.1%	6.7%
From Another District	36.2%	32.8%	36.1%	37.1%	36.8%	37.1%	36.7%	39.4%	38.7%	39.1%	36.6%	36.1%
Re-entrants¹²	3.2%	3.3%	3.3%	3.1%	4.1%	3.1%	3.2%	3.8%	3.5%	3.6%	3.4%	2.8%